

## Message Text

LIMITED OFFICIAL USE

PAGE 01 MANILA 16159 01 OF 02 141956Z  
ACTION TRSE-00

INFO OCT-01 EA-10 ISO-00 IO-13 H-01 L-03 PA-01 NEA-10  
AID-05 CIAE-00 COME-00 EB-08 FRB-03 INR-10  
NSAE-00 ICA-11 XMB-02 OPIC-03 SP-02 LAB-04 SIL-01  
OMB-01 NSC-05 SS-15 STR-07 CEA-01 /117 W  
-----028058 142033Z /13  
R 140835Z SEP 78  
FM AMEMBASSY MANILA  
TO SECSTATE WASHDC 1564

LIMITED OFFICIAL USE SECTION 01 OF 02 MANILA 16159

USADB

PASS TREASURYDEP FOR SHERK

EO 11652:N/A  
TAGS: EAID, EFIN, ADB  
SUBJECT: ADB STAFF SALARIES AND BENEFITS

1. LAST YEAR THE ADB BOARD OF DIRECTORS APPROVED A 5.5 PERCENT ACROSS-THE-BOARD GENERAL SALARY INCREASE FOR PROFESSIONAL STAFF (SUBJECT TO CEILINGS OF \$38,800, \$39,800 AND \$40,800 FOR SALARY RANGES V, VI AND VII, RESPECTIVELY, UNTIL OTHERWISE DETERMINED BY THE BOARD), TO TAKE EFFECT FROM AUGUST 1, 1977. FOR SUPPORTING STAFF, A 6.0 PERCENT ACROSS-THE-BOARD GENERAL SALARY INCREASE WAS APPROVED. NO CHANGES IN STAFF BENEFITS WERE PROPOSED IN 1977.

2. IN RESPONSE TO A BOARD REQUEST LAST YEAR, A STUDY OF SUPPORTING STAFF SALARIES HAS BEEN UNDERTAKEN COVERING POSITION CLASSIFICATION, SALARY STRUCTURE AND SALARY REVIEW. THE CONSULTANT'S RECOMMENDATIONS ON THE COMPLETED PORTION RELATING TO THE CONDUCT OF THE SUPPORTING STAFF SURVEY HAVE BEEN TAKEN INTO ACCOUNT IN THIS YEAR'S REVIEW,  
LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 02 MANILA 16159 01 OF 02 141956Z

WHILE THE REMAINING PORTIONS ARE IN THE FINAL STAGES OF COMPLETION. WITH REGARD TO A BOARD REQUEST LAST YEAR TO REVIEW THE BANK'S PROFESSIONAL STAFF SALARY STRUCTURE, THE BANK WILL AWAIT THE RESULTS OF THE CURRENT IBRD/IMF STUDY OF STAFF SALARIES AND SUBSEQUENT ACTION BY IBRD AND IMF BEFORE CONSIDERING ANY PROPOSALS FOR SUBSTANTIVE CHANGES IN THE BANK'S SALARY STRUCTURE.

3. TO TAKE EFFECT ON AUGUST 1, 1978, THE BANK IS PROPOSING AN ACROSS-THE-BOARD SALARY INCREASE OF 5.5 PERCENT FOR PROFESSIONAL STAFF AND A 6.0 PERCENT ACROSS-THE-BOARD SALARY INCREASE FOR SUPPORTING STAFF. IT IS FURTHER PROPOSED THAT SUPPORTING STAFF, BELOW THE LEVEL OF STAFF/ADMINISTRATIVE ASSISTANT, SHOULD RECEIVE A SHIFT PREMIUM PAY, TO BE COMPUTED AT THE RATE OF TEN PERCENT OF THE HOURLY COMPENSATION FOR EACH HOUR OF REGULARLY SCHEDULED SHIFT WORK BETWEEN 5:00 P.M. IN THE EVENING AND 8:30 THE FOLLOWING MORNING. ANY OVERTIME HOURS WORKED DURING THIS PERIOD BY REGULARLY SCHEDULED SHIFT WORKERS WILL BE COMPENSATED IN ACCORDANCE WITH OVERTIME PAYMENT REGULATIONS IN ADDITION TO THE SHIFT PREMIUM PAY. THIS LATTER PROPOSAL IS BEING MADE BECAUSE, IT IS EXPECTED THAT WITH THE CONTINUED GROWTH IN VOLUME AND COMPLEXITY OF BANK ACTIVITIES, SUCH RESCHEDULING OF WORK HOURS OR SHIFTS WILL AFFECT AN INCREASING NUMBER OF STAFF ON A REGULAR BASIS.

4. THE FOLLOWING CHANGES IN STAFF BENEFITS ARE ALSO RECOMMENDED FOR BOARD APPROVAL EFFECTIVE AUGUST 1, 1978:

- A. EDUCATION GRANTS: INCREASE TRAVEL GRANTS FOR ELIGIBLE CHILDREN BEING EDUCATED OUTSIDE THE DUTY STATION FROM ONE ROUND TRIP PER YEAR FOR THE FIRST TWO YEARS AND ONE ROUND TRIP EVERY TWO YEARS THEREAFTER TO TWO ROUND LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 03 MANILA 16159 01 OF 02 141956Z

TRIPS PER YEAR FOR CHILDREN WHO HAVE NOT REACHED THEIR NINETEENTH BIRTHDAY AND ONE ROUND TRIP PER YEAR FOR THOSE 19 YEARS OF AGE AND ABOVE. ALSO PROPOSED ARE AN EDUCATIONAL PLACEMENT GRANT FOR A CHILD WHO IS MOVING FOR THE FIRST TIME FROM A SCHOOL IN THE DUTY STATION TO A SCHOOL ABROAD AND A BAGGAGE ALLOWANCE FOR CHILDREN AUTHORIZED TO RECEIVE AN EDUCATION TRAVEL GRANT OR AN EDUCATION PLACEMENT GRANT.

- B. SETTLEMENT ALLOWANCE: INCREASE THE SETTLEMENT ALLOWANCE FOR EXPATRIATE STAFF MEMBERS FROM \$1,200 TO \$1,500 AND FOR EXPATRIATE SUPPORTING STAFF FROM \$800 TO \$1,000 WITH COMMENSURATE INCREASES FOR DEPENDENTS IN THEIR RESPECTIVE ALLOWANCE.

- C. EMERGENCY TRAVEL: PROVIDE ECONOMY CLASS AIR TRAVEL AT BANK EXPENSE FOR A STAFF MEMBER OR SPOUSE IN THE EVENT OF DEATH OF A PARENT OR CHILD OF EITHER THE STAFF MEMBER OR SPOUSE; OR TO VISIT A PARENT OR CHILD WHO IS CRITICALLY ILL AND WHO DIES WITHIN 60 DAYS OF THE TRAVELER'S DEPARTURE FROM THE DUTY STATION. PAYMENT WOULD NOT EXCEED (A) FOR EXPATRIATE STAFF THE COST OF TRAVEL

FROM MANILA TO THE HOME STATION AND (B) FOR FILIPINO STAFF  
THE COST OF TRAVEL FROM MANILA TO A PHILIPPINE AIRPORT  
LOCATED AT A MAXIMUM DISTANCE FROM MANILA.

5. USADB COMMENT: BOTH IBRD AND IDB GRANTED ACROSS-THE-  
BOARD GENERAL SALARY INCREASES OF 3.5 PERCENT EFFECTIVE  
MARCH 1, 1978. WE UNDERSTAND THAT AT LEAST IBRD WILL  
CONSIDER A FURTHER 3.5 PERCENT INCREASE UPON AVAILABILITY  
OF THE FINDINGS OF THE JOINT IBRD/IMF COMMITTEE ON COMPEN-  
SATION, ALSO RETROACTIVE TO MARCH 1, 1978. ADB HAS TO  
COMPETE WITH THESE INSTITUTIONS IN THE INTERNATIONAL LABOR  
MARKETS, SO THERE HAS TO BE SOME COMPARABILITY IN SALARY

LIMITED OFFICIAL USE

NNN

LIMITED OFFICIAL USE

PAGE 01 MANILA 16159 02 OF 02 141957Z

ACTION TRSE-00

INFO OCT-01 EA-10 ISO-00 L-03 H-01 PA-01 NEA-10  
AID-05 CIAE-00 COME-00 EB-08 FRB-03 INR-10  
NSAE-00 ICA-11 XMB-02 OPIC-03 SP-02 LAB-04 SIL-01  
OMB-01 NSC-05 SS-15 STR-07 CEA-01 /104 W  
-----028068 142034Z /13

R 140835Z SEP 78

FM AMEMBASSY MANILA

TO SECSTATE WASHDC 1565

LIMITED OFFICIAL USE SECTION 02 OF 02 MANILA 16159

LEVELS. DURING THE PAST YEAR, THE COST OF LIVING HAS  
INCREASED IN MANILA RANGING FROM 5.8 PERCENT TO 15.8 PER-  
CENT (BASED ON VARIOUS INDICES WHICH AFFECT THE PROFES-  
SIONAL STAFF TO A GREATER OR LESSER DEGREE) AND ABROAD BY  
APPROXIMATELY 7.5 PERCENT. AT THE SAME TIME, THE AVERAGE  
SALARY OF ADB PROFESSIONAL STAFF IS BEHIND THOSE OF IBRD  
AND IDB BY UP TO 7.86 PERCENT (AND BY UP TO 11.53 PERCENT  
IF A SECOND SALARY INCREASE OF 3.5 PERCENT IS GRANTED BY  
IBRD THIS YEAR). USADB BELIEVES THAT THE PROPOSED 5.5  
PERCENT INCREASE FOR PROFESSIONAL STAFF IS REASONABLE AND  
TACTICALLY APPROPRIATE IN THESE CIRCUMSTANCES, AND THAT THE  
BANK COULD LIKELY LIMIT THE INCREASE TO THIS AMOUNT FOR  
THE CURRENT TWELVE-MONTH PERIOD EVEN IF A SECOND SALARY  
INCREASE OF 3.5 PERCENT IS GRANTED BY IBRD THIS YEAR.

6. RE SUPPORTING STAFF, CONSUMER PRICE INDICES IN MANILA  
INDICATE A COST-OF-LIVING INCREASE RANGING FROM 5.8 PER-

CENT TO 6.6 PERCENT DURING THE PERIOD UNDER REVIEW. THUS, A 6.0 PERCENT ACROSS-THE-BOARD SALARY INCREASE FOR SUPPORTING STAFF DOES NOT SEEM UNREASONABLE. USADB WOULD HOPE, HOWEVER, THAT WITH THE INTRODUCTION OF THE PROPOSED POSITION CLASSIFICATION AND SALARY STRUCTURE BEFORE THE NEXT SALARY REVIEW, THE DATA WILL PROVIDE A BETTER BASIS LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 02 MANILA 16159 02 OF 02 141957Z

FOR COMPARISON OF POSITIONS BETWEEN THE BANK AND COMPARATIVE ORGANIZATIONS IN MANILA IN ASSESSING THE BANK'S COMPETITIVE POSITION. WE BELIEVE THAT THE PROPOSED INTRODUCTION OF SHIFT PREMIUM PAY (PARAGRAPH 3 ABOVE) IS JUSTIFIABLE FOR SUPPORTING STAFF WHO ARE AFFECTED BY RESCHEDULING OF WORKING HOURS ON SHIFTS.

7. WITH REGARD TO THE PROPOSED CHANGES IN STAFF BENEFITS, USADB FINDS IT DIFFICULT TO FAULT THE INTRODUCTION OF MOST OF THEM. HOWEVER, IN THE CASE OF THE EDUCATIONAL TRAVEL GRANT, ALTHOUGH THE PROPOSED INCREASE IN THE NUMBER OF TRAVEL GRANTS FOR OLDER CHILDREN SEEMS SOMEWHAT GENEROUS, IT IS NEVERTHELESS TRUE THAT ANY REDUCTION IN THE NUMBER OF TRIPS FOR OLDER CHILDREN WOULD ONLY HAVE A MINISCULE EFFECT ON THE TOTAL BUDGET. EDMOND

LIMITED OFFICIAL USE

NNN

## Message Attributes

**Automatic Decaptioning:** X  
**Capture Date:** 01 jan 1994  
**Channel Indicators:** n/a  
**Current Classification:** UNCLASSIFIED  
**Concepts:** POLICIES, PERSONNEL, WAGES  
**Control Number:** n/a  
**Copy:** SINGLE  
**Draft Date:** 14 sep 1978  
**Decaption Date:** 01 jan 1960  
**Decaption Note:**  
**Disposition Action:** RELEASED  
**Disposition Approved on Date:**  
**Disposition Case Number:** n/a  
**Disposition Comment:** 25 YEAR REVIEW  
**Disposition Date:** 20 Mar 2014  
**Disposition Event:**  
**Disposition History:** n/a  
**Disposition Reason:**  
**Disposition Remarks:**  
**Document Number:** 1978MANILA16159  
**Document Source:** CORE  
**Document Unique ID:** 00  
**Drafter:** n/a  
**Enclosure:** n/a  
**Executive Order:** N/A  
**Errors:** N/A  
**Expiration:**  
**Film Number:** D780374-1046  
**Format:** TEL  
**From:** MANILA USADB  
**Handling Restrictions:** n/a  
**Image Path:**  
**ISecure:** 1  
**Legacy Key:** link1978/newtext/t19780967/aaaacczf.tel  
**Line Count:** 197  
**Litigation Code IDs:**  
**Litigation Codes:**  
**Litigation History:**  
**Locator:** TEXT ON-LINE, ON MICROFILM  
**Message ID:** 5d152250-c288-dd11-92da-001cc4696bcc  
**Office:** ACTION TRSE  
**Original Classification:** LIMITED OFFICIAL USE  
**Original Handling Restrictions:** n/a  
**Original Previous Classification:** n/a  
**Original Previous Handling Restrictions:** n/a  
**Page Count:** 4  
**Previous Channel Indicators:** n/a  
**Previous Classification:** LIMITED OFFICIAL USE  
**Previous Handling Restrictions:** n/a  
**Reference:** n/a  
**Retention:** 0  
**Review Action:** RELEASED, APPROVED  
**Review Content Flags:**  
**Review Date:** 05 may 2005  
**Review Event:**  
**Review Exemptions:** n/a  
**Review Media Identifier:**  
**Review Release Date:** n/a  
**Review Release Event:** n/a  
**Review Transfer Date:**  
**Review Withdrawn Fields:** n/a  
**SAS ID:** 1434451  
**Secure:** OPEN  
**Status:** NATIVE  
**Subject:** ADB STAFF SALARIES AND BENEFITS  
**TAGS:** EAID, EFIN, APER, ADB  
**To:** STATE  
**Type:** TE  
**vdkgvwkey:** odbc://SAS/SAS.dbo.SAS\_Docs/5d152250-c288-dd11-92da-001cc4696bcc  
**Review Markings:**  
Sheryl P. Walter  
Declassified/Released  
US Department of State  
EO Systematic Review  
20 Mar 2014  
**Markings:** Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014